



Levering Leadership: Administrators & Technology

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Ed.Tech.Consultant, William Dolton LLC
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Educational Technology Specialist, LMSD

Wednesday 9:15 am - 10:15 am

Cocoa Suites 4/5 (160)

Your Participation

- CoverItLive or 3 X 5
- Twitter Hashtags #PETEC2010 #KL3I
- Wiki: <https://doltonroad.wikispaces.com/TechLeadership>

Poll

- What is your primary role?
 - Building Administrators
 - Central Administrators
 - Tech Directors
 - Curriculum Directors
 - Teachers, Other Educators
 - Regional, County, or State Personnel

Poll

- How many are involved in providing professional development for administrators?
- How many know about ISTE's NETS for Administrators?
- How many use these to plan administrative professional development?





Friday, February 19, 2010

5

Compliance Complex – preoccupation with meeting official goals’

Accountability Prophylaxis – emphasis on public scores over critical student learning

Reaction to Incidents – responding to events rather than creating them

Compliance Complex



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Compliance Complex

Accountability Prophylaxis



Friday, February 19, 2010

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Compliance Complex – preoccupation with meeting official goals’

Accountability Prophylaxis – emphasis on public scores over critical student learning

Reaction to Incidents – responding to events rather than creating them

A close-up photograph of a brown and white spider on its web. The web is a complex, spiral pattern of fine threads. The background is dark and out of focus, showing some indistinct shapes that could be leaves or other parts of the environment. The spider is positioned in the lower right quadrant of the frame, facing towards the left.

Compliance Complex

Accountability Prophylaxis

RTI

Compliance Complex – preoccupation with meeting official goals’

Accountability Prophylaxis – emphasis on public scores over critical student learning

Reaction to Incidents – responding to events rather than creating them

A close-up photograph of a spider on its web, with the text overlaid. The spider is brown and orange, and the web is a complex, spiral pattern. The background is dark and out of focus.

Compliance Complex

Accountability Prophylaxis

Reaction to Incident(s)

Compliance Complex – preoccupation with meeting official goals’

Accountability Prophylaxis – emphasis on public scores over critical student learning

Reaction to Incidents – responding to events rather than creating them

Compliance Complex

Accountability Prophylaxis

(over) Reaction to (unplanned) Incident(s)



Compliance Complex – preoccupation with meeting official goals’

Accountability Prophylaxis – emphasis on public scores over critical student learning

Reaction to Incidents – responding to events rather than creating them



**“Lead,
follow,
or get out of the way.”**

~Thomas Paine

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Friday, February 19, 2010

6

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Change Happens

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Change Happens



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Friday, February 19, 2010

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Change Happens



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Change Process

1. You Can't Mandate What Matters
 2. Change is a Journey, not a Blueprint
 3. Problems are Our Friends
 4. Vision and Strategic Planning Come Later
 5. Individualism and Collectivism Must Have Equal Power
 6. Neither Centralization Nor Decentralization Works
 7. Connection with the Wider Environment is Critical for Success
 8. Every Person is a Change Agent
- Michael Fullen, 1993*

1. You Can't Mandate What Matters (The more complex the change, the less you can force it.)
2. Change is a Journey, not a Blueprint (Change is non-linear, loaded with uncertainty and excitement and sometimes perverse.)
3. Problems are Our Friends (Problems are inevitable and you can't learn without them.)
4. Vision and Strategic Planning Come Later (Premature visions and planning blind)
5. Individualism and Collectivism Must Have Equal Power (There are no one-sided solutions to isolation and group think.)
6. Neither Centralization Nor Decentralization Works (Both top-down and bottom-up strategies are necessary.)
7. Connection with the Wider Environment is Critical for Success (The best organizations learn externally as well as internally.)
8. Every Person is a Change Agent (Change is too important to leave to the experts, personal mind set and mastery is the ultimate protection.) (pp. 21-22)



Change Process

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Come Later

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Change Process

4. Nurture the Vision

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7. Connection with the Wider Environment is Critical for Success

8. Every Person is a Change Agent

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Change Process

4. **Nurture the Vision**

6. Neither Centralization Nor Decentralization Works

7. **Lead the Conversation**

8. Every Person is a Change Agent

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Change Process

4. Nurture the Vision

6. Neither Centralization Nor Decentralization Works

7. Lead the Conversation

8. Model Appropriate Use

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Change Process

4. Nurture the Vision

6. Develop & Distribute Leadership

7. Lead the Conversation

8. Model Appropriate Use

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NETS for Teachers

- International Society for Technology in Education, 2008 revision
- http://www.iste.org/Content/NavigationMenu/NETS/ForTeachers/2008Standards/NETS_for_Teachers_2008.htm



NETS for Teachers

- Student Learning & Creativity
- Digital-Age Learning Experiences & Assessments
- Digital-Age Work & Learning
- Digital Citizenship & Responsibility
- Professional Growth & Leadership



NETS for Administrators

- International Society for Technology in Education, 2009 revision
- http://www.iste.org/Content/NavigationMenu/NETS/ForAdministrators/2009Standards/NETS_for_Administrators_2009.htm



NETS for Administrators

- Visionary Leadership
- Digital-Age Learning Culture
- Excellence in Professional Practice
- Systemic Improvement
- Digital Citizenship

Nurture the Vision



Your Turn...

How can we nurture a strong vision
and avoid mandating change?

Lead the Conversation



Your Turn...

How do we facilitate a collaborative
conversation that helps develop the vision?

Model Appropriate Use



Your Turn...

What is involved in modeling
appropriate technology use?

Develop & Distribute Leadership



Your Turn...

How can we empower teachers
to take leadership responsibilities?

Re-Cap

- Nurture the Vision
- Lead the Conversation
- Model Appropriate Use
- Develop & Distribute Leadership



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